

11/12 Adopted Budget Benefit Rates 7/8/11

	Job Group	Discretionary Benefit Rate	Regulatory Benefit Rate	Total	
A	Executive	5.5%	13.7%	19.2%	A
B	Certificated Instructor	13.5%	12.9%	26.4%	B
C	Certificated Contract Childcare Instructor	20.7%	12.9%	33.6%	C
D	Certificated Contract Quarterly Instructor	3.3%	11.1%	14.3%	D
E	Certificated Contract Early Retiree	0.9%	4.4%	5.3%	E
F	Certificated Contract Adjunct Faculty	0.0%	11.3%	11.3%	F
G	Certificated Contract Summer Instructor		12.7%	14.3%	G
H	Certificated Hourly Instructor (Sick Leaves)		11.1%	11.1%	H
I	Casual/Empl. Perf. Casual Work (Exception)		10.6%	10.6%	I
J	Certificated Contract Manager	9.2%	13.7%	22.9%	J
K	Noncertificated Contract Manager	10.4%	21.0%	31.4%	K
L	Noncertificated Contract Classified Unit A-CSEA	19.4%	21.8%	41.3%	L
M	Noncertificated Hourly/Vacancies		10.6%	10.6%	M
N	Noncertificated Contract Classified Unit 1-SEIU	18.3%	22.6%	40.9%	N
P	Noncertificated Confidential Staff	14.7%	21.8%	36.6%	P
Q	Noncertificated Hourly Short-Term		10.6%	10.6%	Q
R	Noncertificated Hourly Substitute		10.6%	10.6%	R
S	Noncertificated Hourly Intermittent		10.6%	10.6%	S
T	Noncertificated Hourly Retiree		4.4%	4.4%	T
U	Noncertificated Hourly Student		1.4%	1.4%	U
V	Noncertificated Hourly College Workstudy		1.4%	1.4%	V
W	Noncertificated Hourly Flint Center		10.6%	10.6%	W
X	Noncertificated Hourly Short Course		10.6%	10.6%	X
Y	Noncertificated Hourly Seasonal		10.6%	10.6%	Y
Z	Certificated Hourly Instructor (No sick leave)		11.1%	11.1%	Z
1	Board of Trustees Member	138.1%	20.0%	99.9%	1
OE3	Police Officers-OE-3	17.0%	22.6%	39.5%	OE3
5	Supervisors	13.2%	22.3%	35.5%	5
7	Paid Office Hour		11.1%	14.3%	7
9	Certificated Non-teaching Instructor		11.1%	11.1%	9
6	Classified less than 50%		22.6%	22.6%	6